

**COURSE DATA****Data Subject**

Code	42742
Name	Sistemas retributivos
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2018 - 2019

Study (s)

Degree	Center	Acad. year	Period
2126 - M.D. in Human Resources Management	Faculty of Social Sciences	1	Second term

Subject-matter

Degree	Subject-matter	Character
2126 - M.D. in Human Resources Management	3 - Functions of human resources management	Obligatory

Coordination

Name	Department
MARTINEZ TUR, VICENTE A.	306 - Social Psychology
REVUELTO TABOADA, LORENZO	105 - Business Administration 'Juan José Renau Piqueras'

SUMMARY**English version is not available**

El módulo pretende dotar a los/as alumnos/as de los conocimientos necesarios para tomar decisiones o actuar como asesor externo en materia de diseño de sistemas retributivos, capaces de combinar motivación del personal y calidad de vida laboral, con la eficacia y eficiencia imprescindibles para garantizar la competitividad y sostenibilidad de las organizaciones.



PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

Se requieren conocimientos básicos sobre la organización y las funciones de la dirección de recursos humanos, con especial énfasis en las cuestiones relacionadas con la motivación en el trabajo.

OUTCOMES

2126 - M.D. in Human Resources Management

- Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.
- Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.
- Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.
- Students should demonstrate self-directed learning skills for continued academic growth.
- Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.
- Students should be able to prepare reports and make oral presentations related to human resources management.
- Students should have assertive communication and negotiation skills. This means being able to carry out negotiations related to the direction and management of human resources, and being able to carry out a mediation activity that facilitates an adequate management of human resources.
- Students should be prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.
- Students should be able to read a normative text or an application decision, critically and inferring its consequences in the field of business.
- Students should know the basic concepts of labour legislation and social protection needed to understand the contents of the master's degree and to carry out human resources management tasks.
- Students should know the fundamental characteristics of the labour market in Spain, its trends and structural changes.



- Students should be able to plan, implement, develop and evaluate human resources management in accordance with scientific models and procedures and in compliance with the ethical criteria of the profession.
- Students should be able to calculate and interpret productivity ratios and advise on decision-making in this respect.
- Students should be able to design, implement and evaluate remuneration systems.
- Students should be able to represent the organisation in different areas of representation and negotiation, particularly in collective bargaining.

LEARNING OUTCOMES

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WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	18,00	100
Tutorials	6,00	100
Classroom practices	6,00	100
Development of group work	20,00	0
Development of individual work	15,00	0
Readings supplementary material	10,00	0
TOTAL	75,00	

TEACHING METHODOLOGY

English version is not available

EVALUATION

English version is not available

REFERENCES



Basic

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- Prat, R., & Muñiz, L. (2002). Sistemas de retribución variable e indicadores de control de gestión. Partida doble, 12(135), 66-79.

Additional

- Aguilar, E.M. (2001): "El diseño del sistema de retribución de los directivos: problemática y evidencia empírica". Dirección y Organización, 26, 196-212.
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- Lawler, E. E, (1986). La retribución. Su impacto en la eficacia empresarial
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